

## HERMAN TOROSIAN

Email: [toroh@charter.net](mailto:toroh@charter.net)

Present Occupation: Arbitrator/Mediator

### Business Address (Home):

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### PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators

State Bar of Wisconsin

### EDUCATION:

JD Law University of Wisconsin, 1967

BS Economics University of Wisconsin, 1963

### ARBITRATION/LABOR RELATIONS EXPERIENCE:

1996 – Present: Arbitrator. Arbitrate labor and employment cases (see Industries and Issues below) for FMCS and various state agencies. 1975-1996 served as Commissioner, Wisconsin Employment Relations Commission. Appointed by governors Patrick J. Lucey, Lee Sherman Dreyfus, Anthony S. Earl and Tommy G. Thompson. Chairman – 1983-1987. 1967-1975 staff member, Wisconsin Employment Relations Commission; served as mediator, arbitrator and trial examiner.

Total Experience: mediated approximately 800 disputes, arbitrated approximately 900 disputes, and issued and/or reviewed approximately 1,900 unfair labor practice, declaratory ruling and election cases.

### INDUSTRIES:

Agriculture; automotive, bakery, beverage, building products; brewery, canning; cement; chemicals, clothing; communications; construction, dairy, distillery, education, electrical equipment/appliance; feed & fertilizer, food (manufacturing/processing/services); foundry, furniture; health care; hospital/nursing home; iron; lumber; machinery, maritime, meatpacking; metal fabrications; office workers/clerical; organizations; packaging, paint and varnish, petroleum/petrochemicals; plastics; plumbing; police and fire; printing and publishing; prison guard; pulp and paper; refrigeration/HVAC; restaurants; retail stores; shipbuilding/drydock; steel, stone/quarry; transportation; trucking and storage; utilities; and warehousing.

### ISSUES:

Affirmative Action; absenteeism, arbitrability; bargaining unit work, conduct (off-duty)/personal; demotion; discipline (non-discharge); discipline (discharge); disability discrimination; race discrimination; sex discrimination; drug/alcohol offenses; bonus; holidays; insurance; leave; vacation; grievance mediation; health/hospitalization; hiring practices; job performance; job posting/bidding; jurisdictional dispute; layoffs/bumping/recall; management rights; past practices; pension and welfare plans; promotion; retirement; safety/health conditions; seniority; sexual harassment; strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out; tenure/reappointment; union security; cost-of-living pay; holiday pay; incentive pay; job classification.

**PERMANENT PANELS:**

State of Wisconsin/AFSCME

State of Illinois/AFSCME

Milwaukee School District/Milwaukee Education Association (property)

Milwaukee County and AFSCME Council 48

Securities and Exchange Commission and National Treasury Employees Union

**ARBITRATION ROSTERS:**

National Mediation Board, Los Angeles City Employee Relations Board, Virgin Islands PERB and following State panels: California, Illinois, Iowa, Minnesota, Montana, Oregon, Washington and Wisconsin

**FEES:**

\$850 per eight (8) hour day or any part thereof spent in hearing, mediation, inclusive of travel to and from the hearing site (a minimum one-day charge for hearing days). Preparation of award at pro-rata per diem rate.

Cancellation - \$850 when hearing is postponed or cancelled with notice of less than 14 days.

Travel - All reasonable expenses, IRS rate per mile for use of personal automobile

Other - Typing and reproduction costs